



Sylvie Murray

From the Editor

The rain has stopped, the sky is almost blue . . . November is just about over and, once more, we survived it. Putting the final touch on this issue of our newsletter on this Sunday afternoon I find much to inspire, and I have to admit that retirement trumps ranking! So don't miss Moira's "promo" piece on the retirement workshops and, yes, many of you will be interested by our hefty six-page single-space report on rank and tenure! Dress code, strike talk, inflation, charitable

donations, union support of women's issues, and Victoria SNAFUs are some of the other important topics your officers discuss in their reports. Read on . . . 2012 will be another busy year!

Tanja Rourke and I have made some progress on re-designing the website, the first step in putting in place the pieces that will facilitate an easier flow of electronic communications, including a new blog-type capability. We're grateful to Carol Sykes, web producer with the UFV Marketing and Communications department, for her sound advice.

The anniversary of the 1989 murder of 14 women at l'École Polytechnique in Montreal is coming up on December 6. We commemorate the event by looking back in our "Best of Words & Vision" column at a discussion that took place within the executive in 1993-1994 following a request for a donation to make "a public statement that violence against women must end." The reports by our FPSE Status of Women Representative, and by the Faculty Vice-President and Secretary-Treasurer, speak to how the question of union involvement in broader issues of social justice is addressed today.

Remember that we would like to hear from you. Send me your "letter to the Editor" or other material you'd like to share with your fellow union members by January 20 for inclusion in our January/February issue.

Until then, happy end of the semester, and my best wishes for a restful and merry Christmas holiday!

In the September/October issue I mused about the origin of our newsletter's title, Words & Vision—Anne Russell, now with MarCom, answered my question. Anne recalls that the name came from some members of our Communication department, including Jan Pavlic, who no longer works here. Jan had also designed a nameplate which has since then been replaced by our current logo. We reprint here the masthead used in the mid-1990s, for old times' sake!



UPCOMING Events!

Bargaining Survey

Coming to you within the next week.

Faculty Forum on Rank and Tenure

Tuesday, December 6

11 am to 12:30 pm, Abbotsford, B140

(See report of FSA committee on rank and tenure on page 17)

Retirement Workshops

January 19, 2012, 9 am to 3 pm

(More information on page 23)

IN THIS ISSUE

From the Editor - Sylvie Murray	1
From the President - Virginia Cooke	2
From the Chief Negotiator - Hilary Turner	4
From the Faculty Vice-President	6
- Glen Baier	
From the Staff Vice-President	7
- Martin Kelly	
From the Staff Contract Administrator	8
- Jill Harrison	
From the Faculty Contract Administrator	9
- Linda Toews	
From the JPDC Co-Chair	9
- Vicki Bolan	
From the FPSE Status of Women Rep.	10
- Anastasia Anderson	
From the FPSE Human Rights &	11
International Solidarity Rep.	
- Adrienne Chan	
From the Social Committee Chair	11
- Janice Nagtegaal	
Best of Words & Vision	12
From the Secretary/Treasurer	15
- Sean Parkinson	
From the JCAC Co-Chair	16
- Shane Schlosser	
FSA Committee on Rank and Tenure Working Document	17
Hello from Tim Kroeker	22
Retirement Workshops	23
FSA Contacts & FPSE Calendar	24



Virginia Cooke

From the President

When T.S. Eliot wrote in the opening of *The Wasteland* that “April is the cruellest month,” he had clearly never lived in Canada, and obviously never in the Northwest, where anyone could have told him that the cruellest month is November. Grey is the predominant colour; wet and windy describe the disagreeable weather patterns, and spring seems a loooong way off. For academics, the pile of papers seems to have come out of one of those fairy tales where each marked paper is magically replaced with two more that cry out for attention. Meanwhile, the pressure is on to prepare course packs and course outlines for January! For counsellors and advisors, students seem more needy and stressed than ever. And for staff, the work piles up, flu is in the air, and they have to put up with everyone being crabby! The stores and shopping malls try to compensate with Christmas decorations and holiday muzak, but we all know that this just means pressure to shop in between work and family pressures. So let me convey a bit of good news.

Bill 18

You may recall that two weeks ago, I sent out a bulletin concerning the provincial government's introduction of Bill 18, an amendment to the Colleges and Universities Act. This “Advanced Education Statutes Amendment Act”, among other things, would prohibit some faculty and staff from being eligible for election to university and college boards—specifically any employee who “has the responsibility, or joint responsibility with others, to 1) negotiate with the board, on behalf of the instructional, administrative or other staff association of that institution. . . or to 2) adjudicate disputes regarding members of the instructional, administrative or other staff association of that institution.”

I wrote to the Minister (and our local MLA's), and so did many of you, protesting this legislation. I understand from Presidents' Council that there were in excess of 1400 letters and emails sent to the Minister of Advanced Education. Whether or not these letters were the deciding factor, the legislation has not received royal assent, and will be temporarily withdrawn before coming back to the legislature in the spring.

Meanwhile, our own faculty have elected Sean Parkinson, who is on the FSA executive, as their representative to the UFV Board, and clearly we want to safeguard the rights of our faculty and staff to choose freely. Surely our government can grasp the idea that our representatives have the good sense to recognize issues which might put them in conflict of interest, and to refrain from participating in or voting on those issues, just as our UFV President or any of our community board members would be obliged to do.

In addition, I have received a letter from our Board Chair and UFV President outlining their interpretation of Bill 18. It is reassuring that they read this proposed ineligibility in the narrowest terms possible: that is, only those actually negotiating the contract and managing grievances would be excluded from nomination to the Board. As our Board chair happens to be a lawyer, I imagine his reading to be fairly sophisticated. However, I suspect the boards of other institutions in the province might not be so precise in their interpretation of the language, and even as it is, I am left with lingering questions, just in case the bill comes back to haunt us. Is anyone on the FSA Contract Committee considered to be “negotiating a contract with the board?” (Our treasurer has typically been on that committee.) Is any Steward taking information that might lead to a grievance considered to be “adjudicating disputes” or “managing the collective agreement”? I am still left with a bad taste in my mouth from the implication that faculty and staff cannot be trusted to recognize conflict of interest without the condescending control of government.

But see, here I am back in November after telling you I was conveying good news.

2012 Provincial Budget for Post-Secondary Education

Unfortunately, I just read the B.C. Government's “Report on the Budget Consultations 2012” issued by the Select Finance Committee on Finance and Government Services—hot off the press (or whatever the equivalent electronic term is). There are a few recommendations for “Strengthening Post-Secondary Education.” The one given most

...continued on page 3

...President's report continued from page 2

priority is to allow institutions more freedom in using surplus funds (that's the money that cannot be used to fund ongoing operating needs, such as employee salaries, but can be used to fund "one-time" expenses). The recommendation that disturbed me most was this: recognizing the need for more post-secondary seats in the Fraser Valley, the committee recommended that the FTE's for SFU in Surrey be doubled from 2500 to 5000. Hello! Did anyone notice that UFV serves a huge geographical and population area? I did note that the Select Finance Committee included two MLA's from Surrey, but none from Abbotsford, Chilliwack or Mission.

FPSE's Victoria Lobby

In October, nearly all the presidents of unions that belong to FPSE gathered in Victoria for two days of lobbying. We were granted a meeting with Minister Yamamoto, as well as the Deputy Minister. We also met with the NDP leader Adrian Dix and the Opposition critic for Advanced Education. Naturally the pitch was made for better funding and improvements to the funding formula, as well as for moving ITAC (the agency that controls trades training and apprenticeships) back within the Ministry of Advanced Education. The presidents also requested faculty representation on the government's newly minted "International Education Projects Council".

During our visit, I raised with the Minister the fact that UFV had met and exceeded our FTE's, that our wait lists had increased by 30% over the past year, and that we couldn't meet the needs of students in our region. Her response was that the government would be better resourcing SFU Surrey, and that students from our region could travel. (I'm not making this up.)

None of these presidents' suggestions made their way into the Finance Committee's report, so you'll forgive me if I seem a little jaded about the effectiveness of the lobbying effort. The mood among other post-secondary institutions in B.C. is pretty testy, as you can tell from other columns in this issue of Words and Vision. We will have some months to consider what it may take to have any impact on this government. And don't even get me started on the Federal Government's attitudes toward collective bargaining.

Back Home at UFV

As frustrating as the provincial government may be, we are making some progress here at UFV. The FSA has begun discussions with the administration on a kind of creeping rule-bound "officiousness" which some of you have reported. For example, some Chilliwack staff report that if they are sick, they must phone the supervisor in Abbotsford to make arrangements for coverage in Chilliwack, regardless of whether the supervisor knows the needs (or even the people) on the other campus. Other staff say that recently they must ask for permission to move a lunch hour, whereas before it would have been assumed that they would work with their colleagues to make sure the work of the area was covered. To be fair, all of our examples were heard and noted at the Labour Management committee (LAM), and we will continue this conversation. All the LAM discussions remind me that I would much rather be dealing with our own administration than the impassive Minister and her Deputy.

All the joint committees (formed as a result of the last contract) on various faculty workload descriptions and issues are moving ahead and are at the reporting stage. You will also see in this publication that the Rank and Tenure Committee has some recommendations to put forward for faculty response and suggestion. So we are attempting to deal with emerging problems, and addressing ongoing issues.

Stewards

Further Good news. A number of fine and competent folks have allowed themselves to be nominated for Stewards. Vicki Grieve, Colleen Bell, Betty-Joan Traverse, Lori Wirth, Shelly Chute and Connie Cyrull have all just joined the "team." Special thanks go to Larry Gritzmaker and Leah Carr for continuing in the Steward role; their experience will be very welcome. All these folks will lend a willing ear when you find you need to talk with someone about an issue in your area or a question concerning the contract. I also want to heartily thank our outgoing Stewards, who have served with such competence and good will: Rob Novack, Marlene Murray, Hilary Cooper, Les Stagg, Carmen Herman, and John Carroll.

...continued on page 4



Hilary Turner

From the **Chief Negotiator**

**Is it Time to Challenge the Mandate?
or
Between a Rock and a Hard Place**

If you think it's been a while since you've had a raise, you're right: the last negotiated increase of 2.1% kicked in in September 2009. During the past two years, when public sector wages have been frozen, inflation in this province has been running at between two and three per cent, and trending upward. The Consumer Price Index in BC rose 3.2 % between September 2010 and September 2011, explained in part by the implementation of the HST. (My figures come from the Statistics Canada website.) This means that the small raise you had in 2009 has been entirely wiped out by inflation. In fact, we are falling well behind the cost of living.

In 2010 pay increases negotiated in the private sector throughout Canada averaged 2.1% as compared to 1.6% in the public sector. I am unable to find comparable statistics for BC, but given the government's 2010 "zero mandate" (broken only by the British Columbia Nurses Union), the difference between private and public sector increases here must be much greater.

Applying a 1.8% plus a 3.2% lift to faculty top of scale (to match the inflation of the previous two years) would turn our current \$83,231 into \$87,440. That figure is not really a raise—it's what we need to prevent our salaries from shrinking still more.

So, let's say we sign another two-year agreement in 2012 without an improvement in salaries. If present inflationary trends continue (that is 1.8% plus 3.1 %) and starting from the \$87,440 that we should have right now, faculty top of

...continued on page 5

...President's report continued from page 3

Events worth noting

The FSA attempted to dispel November blahs by holding the annual Christmas dinner/dance on November 19! (Actually, Janice found it impossible to book venues in December.) It was quite a successful evening. The turnout of FSA members was lower than in some other years, perhaps because of the early date, so we need to think through what people would most respond to next year. (The turnout from the Admin side was excellent, however.) Sadly, if you weren't there, you missed a good party. We owe thanks to Janice Nagtegaal and a dedicated group who worked with her.

On November 24, I attended the Retirement Dinner in honour of the nineteen staff and faculty who are leaving us. I got to bring them all a gift, as well as good wishes, from the FSA. The evening was a fine and warm event, and I am so glad that we acknowledge the contribution and the labour of those who have given so much to their students, their colleagues, and the institution. As I said in my brief comments, these long-term employees have both literally and metaphorically "paid their dues".

A Toast

Well, November won't last forever. We will survive the rain, the darkness, the flu, and the end-of-term madness. I extend wishes to all our members for a wonderful Christmas holiday, and I propose a toast to a bright and shiny new year!

...Chief Negotiator's report continued from page 4

scale might be expected to be \$91,862 in 2014. When we do the math—

$$\text{\$91,862} - \text{\$83,231} = \text{\$8,631}$$

—we see a large gap opening up between what we will have and what we should have.¹

I am using the figure at the top of the faculty scale only for the sake of convenience. Staff wages, and wages on secondary scales (the non-regulars, the lab instructors) have been frozen too. Almost inevitably, given the regressive nature of taxes like the HST, the lower-paid among our membership have felt the inflationary sting more sharply than those at the higher end of the pay scale. We are all in this together, though, and we all have a lot to lose.

It is much less easy to say what we should do about this widening gap. The government's mandate across the public sector in 2012 will again be "net zero." They seem prepared for a battle royal with the BC Teachers' Federation. It is highly unlikely, in this context, that any public sector union will be able to negotiate a salary increase.

When negotiation doesn't work, unions begin to think about alternatives. A strike is certainly an option. Indeed, bargaining representatives from most FPSE locals are anticipating some form of job action in 2012. But they have also expressed doubts about the level of public sympathy we can expect for a strike at post-secondary institutions.

Whether or not the public is well informed is an open question. If we judge from recent editorials and columns in both national and local newspapers, a concerted effort has been made to vilify public sector unions, and to make them a scapegoat for general dissatisfaction with the state of the economy. Obviously, this presents us with a dilemma.

Murray Dobbin writing on the CUPW Canada Post strike last spring sums up the complexities (as well as the ironies) of the situation rather well:

Virtually every progressive piece of legislation in the country from Medicare, to unemployment insurance, from public education to labour standards, were [sic] brought about in large part because unions and their members fought hard to make them happen. This historic role of unions is one that the majority of Canadians know very little about. To a large extent unions have no one but themselves to blame. Over the past 25 years, they—especially public service unions—allowed themselves to be framed by the right as greedy, over-paid, under-worked and privileged. That message has played into the race-to-the-bottom mentality of many non-union workers who too often attack their unionized counterparts for the job security and rights they can only dream of.

I often try to imagine how different the situation might be if unions had dedicated resources to educating the public over the past two decades about their role in making Canada one of the best places in the world to live. Because they didn't, they will now be asking support from a public that has been subjected to years of anti-union propaganda. (The Tyee, June 2011)

Perhaps before posing the question "to strike or not to strike?" we need first to ask ourselves whether a strike under the current political and economic conditions is a winnable strike. If we conclude that it is, we need to go into bargaining with a focused, minimalist, and surgical approach—because we won't be at the table for long. If we conclude that a strike is not winnable . . . we go to the Employer cap in hand, and hope that a few non-monetary crumbs will come our way.

¹It is interesting to note that the current (2011) top of scale for teachers in the public system in BC is \$81, 448.



Glen Baier

From the Faculty Vice-President

With the holiday season quickly approaching, it seems like a good time to pass along information regarding the charitable donations made by the FSA on behalf of membership. You may be aware that the finance committee, which is a standing committee of the executive, has made a concerted effort to utilize fully the funds set aside in the annual budget for such donations. Following the formal guidelines established by the official donation policy, we have tried to maximize the impact of these donations by focusing on charities that have a direct impact on our communities. Hence we have approved donations to groups operating food banks in Abbotsford, Chilliwack, Mission, Agassiz and Hope. More so, we have sought out charities that we think help UFV students that are facing difficult times. Thus we have contributed to the UFV Student Union emergency relief fund, which supplies assistance to students experiencing financial hardships. We continue to support the UFV Angel Tree project, which distributes toys to the children of economically challenged students. We hope that in this way we are able to make the most of our funds and ensure that the UFV FSA is recognized as a caring presence within the institution and the areas we serve.

I should report, as well, on my other activities. Currently I sit on a number of standing and ad hoc committees. So I have been attending regular meetings of the executive committee, the finance committee, the communications committee, the contract committee, the committee on rank and tenure, and a committee working on issues pertaining to a 'letter of agreement' regarding lab instructor workload. Of interest to some faculty members is the work done by the committee on rank and tenure, which I chair. The committee has prepared a discussion paper that is included in this issue of *Words & Vision*. A faculty forum will be held on December 6, from 11 to 12:30 (in Abbotsford, B140), to present and review the work of the committee to date. Also note that the bargaining survey includes questions on rank and tenure, so those of you interested might want to familiarize yourself with the committee's document before answering the survey.

...Chief Negotiator's report continued from page 5

Well, there it is. I am the first to admit that neither of these options is at all attractive or desirable. That doesn't change the fact that at the present moment there appear to be no others. Please take some time to think about how you would like your bargaining team to comport itself as we approach the term of the current Collective Agreement in March 2012. Please also take some time to fill out the Bargaining Survey, which is coming your way in the week of November 28. We are keen to hear your views.

UFV Faculty Top of Scale Salary in Relation to the Consumer Price Index

Year	Faculty top of Scale	Percentage increase	CPI increase
2002	71,000		
2003	73,257	3.17	2.2
2004	73,257	0	2.2
2005	73,257	0	2.2
2006	73,257	0	2.2
2007	78,729	7.2	2.1
2008	80,972	2.8	2.3
2009	83,231	2.7	0.2
2010	83,231	0	1.8
2011	83,231	0	3.2

Between 2002 and the present, faculty salaries have increased by a total of 17.2% while the Consumer Price Index has increased by a total of 20.2%



Martin Kelly

From the Staff Vice-President

What do you want? Really.

Imagine a parent and child. When the parent says, "You must clean your room!" and the child chooses not to comply, the parent has limited options. They can a) physically intervene; b) negotiate, coerce, cajole, bribe, or trick; c) effectively ignore it and let it go. In the first case, potentially dire repercussions. Hardly anybody wants to go there. In the second, the issue is resolved on a one time basis, but usually somebody feels ripped off somehow. In the third, the problem is not resolved at all. The status quo is maintained if there are no consequences, and we all love our status quo, dirty room or not. It's often the path of least resistance.

How easily we default to just keeping quiet and carrying on, like an exhausted parent—and by “we” I mean each of us, individually. Every time it happens—every missed coffee break, each extra hour worked, every poorly delivered directive carried out without question or comment—the more we are taken for granted. In the middle of trying to negotiate a contract, we are not doing ourselves any favours by going above and beyond the call. What credible evidence does UFV or the Provincial government have to believe we would actually stand up for ourselves? I am in no way suggesting we become uncooperative, nit-picky, or fail to do a good job. I am suggesting we behave more like adults, not parents or children, and stand up for ourselves when we ought to. Being listened to and taken seriously is not a favour bestowed on you, it's your right. How else is the employer going to know we're serious?

Consider the possibility of a strike next year. Think about it. Talk about it. Are you ready to go that far? If the time comes, no one will make the decision for you. It will be up to FSA members to vote on. Contrary to widespread belief, the union imposes nothing. The union does not tell you where to work, or how. The union does not grade your performance or pay you. The union does not make deals behind your back or tell you what to do. Are you unhappy in your work? The union didn't do it. Nor is the union responsible for who you work with. The union negotiates an agreement with the employer based on your input, and then does their best to make sure the agreement is stuck to. The FSA executive can only be as good as member participation allows. We need you to direct us.

The FSA contains all kinds of people, just like the Liberals or NDP, or the Vancouver Canucks, or your Grandmother's bridge club. We represent you all equally regardless of height, work ethic, clothing style, or eye colour. We are only as effective, or not, as you allow us to be. Maybe it goes somewhat against your grain to rock the boat, or maybe there is some fear of negative consequences, especially when there is no guarantee of success. Whatever, I can guarantee that unless we are ready to take that step nothing will change. I am keenly aware that while individual issues and collective agreements come and go, occupying a lot of our time and energy, they are all part of a series going back 35 years, and before UFV existed built on a hundred years of collective bargaining. The workers of the On To Ottawa Trek in 1935 were working in Relief Camps for 20 cents a day, no indoor plumbing, no holidays, no PD. You can trace a direct line through what they did and where we are today.

Whatever we do (or not) will have an effect on our successors long after we are gone. It's your call.



Jill Harrison

From the Staff Contract Administrator

Dress Code

The dress code “guidelines” for staff created more email activity than any other issue since I began my term as staff contract administrator. The attempt to introduce a dress code under the guise of “dress for success” has created a ground swell of resistance and anger.

As I spoke with the membership about the dress code it became clear that this was a much larger issue than “dress code.” On the surface, the guidelines unfortunately attempted to address such issues as cleavage, form fitting outfits, skirt lengths and appropriate shoe apparel for ladies. As an aside the code missed baggy pants with brand name underwear hanging out—but I don't want this article to be about who the code targeted and did not target or whether supervisors would also be held to same dress guidelines.

The main theme that emerged from my many conversations was that it wasn't necessarily the message that irked—most of our membership felt that they were well within the guidelines proposed by the dress code—but the manner in which it was delivered . . . arbitrary, top down, and heavy handed. And here in lies the biggest disconnect between our staff and middle managers. Collegial and collaborative workplaces are supported by supervisors who empower and inspire rather than by supervisors who control and contain.

So, is dress code in the collective agreement? No. Do we want a dress code in the collective agreement? No. Is there a reasonable expectation for clean, tidy, appropriate attire? Yes. Are the circulated guidelines for dress a reasonable expectation of appropriate attire? No. Could there be a reasonable expectation of attire throughout the university—not just staff? Yes. Do the majority of our staff dress appropriately for a position at UFV? Yes. Is it appropriate to wear \$1.49 sandals to work? Probably not. Is this issue resolved? No.

Staff meet and greets

Martin and I have been meeting with staff on all campuses. The turnout has been small but we have been able to address concerns and issues that are specific to each campus. Please look for the dates on your campus and try to attend these sessions in the New Year.

Bargaining Survey

Please take the time to fill out the FSA bargaining survey. You should have received a copy and we are asking you to return the completed survey early sometime in the New Year. The information that is collected from the survey will form the framework for the next round of bargaining that begins Spring 2012. Please give it your attention and respond before the deadline.

Union support

I believe I have mentioned this in previous issues, but it is worth repeating. The union gets information from the membership. Don't assume that the union knows what is going on . . . we don't—unless we are informed by our membership. The FSA is a partnership between the members, the FSA elected members and FPSE (Federation of Post-Secondary Educators). If you have concerns, step forward and voice them. If you see a violation of the collective agreement, report it. The FSA is only as strong as the membership.

Best Wishes for the Holidays.



Linda Toews

From the Faculty Contract Administrator

Thanks for your confidence and trust in electing me as your Faculty Contract Administrator in the by-election. I look forward to serving you to the best of my ability.

I am very grateful that, especially being new to this position, I have a strong and unified FSA team to turn to for help, including the FSA stewards. I would like to thank Larry Gritzmaker in Trades and Technology for his continued service as a Steward, and I would like to welcome Colleen Bell, from Academic Support Faculty (formerly Non-Teaching Faculty), Vicki Grieve, Access and Open Studies, and Betty-Joan Traverse, College of Arts, for their willingness to serve as Faculty Stewards.

If I could sum up my first few weeks in the position of Faculty Contract Administrator what I would say is three words: Steep. Learning. Curve. As I am only in the job two days a week at the moment (starting January 3 I will be full-time) I do want to apologize if it seems I don't respond as quickly as you think I should. Tuesdays and Thursdays are my current two days per week and I am in Abbotsford D3021 on those days. E-mail (linda.toews@ufv.ca) is the best way to reach me as I check that every day (many times!).

I am receiving lots of questions from sessionals. Typical questions are regarding work allocation, SAC procedures, internal applicant status for sessional and permanent postings, clarification of sessional probationary periods, and clarification of seniority for sessionals. I am pleased to be able to do what I can to answer questions and to work to ensure fair and equal treatment for all sessionals at UFV. I would really encourage all sessionals to read Articles 12.8 Sessional Faculty Appointments; 12.9 Procedures for Sabbatical/Service Leave Replacement Contracts; and 18.14 Assignment of Courses for Faculty available on the FSA website (go to <http://www.ufv-fsa.ca/uploads/2011%20Updates/2010-2012%20CA%20Ratification/2010-12%20UFVFSA%20CA%20proposals%20for%20ratification.PDF>). A lot of the questions I am asked by sessionals are answered in these three Articles.

In addition I have been involved in discussions and consultation about workload for Faculty, Sabbaticals and Sabbatical deferrals, and procedures for Department Head selection. I am attending LAM (Labour and Management) meetings, and am part of the Bargaining Committee.

A strong Collective Agreement can be likened to the guardrails on a highway bridge—the language gives us the space to operate and to move forward in an orderly direction with the same "rules of the road" applied to everyone. If you come to see me about something which has happened in your work setting that you are questioning, I will study the Collective Agreement with you to determine if the incident you are describing is covered by the Collective Agreement. Where the rails on the bridge analogy breaks down is where the situation is either not covered by the Collective Agreement, or the language leaves an opening for interpretation, or the situation is covered, but you have questions about the process. I am pleased to be included on the bargaining committee as in cases where the Collective Agreement language is lacking, or open to interpretation, I have the opportunity to discuss this with the other members of the committee and to put forward suggestions to add to or tighten up the language—add more guardrails or reinforce existing ones.

While I am not sure where I will be located starting January 3, 2012, I am looking forward to hitting the ground running, and I will make sure that everyone knows how to reach me in an office, by e-mail and by telephone. Meanwhile, Happy Holidays, I sincerely hope that you enjoy a well-deserved break and time with family and friends.

From the JPDC Co-Chair

Vicki Bolan

Just as this issue goes to print I will be meeting with provincial colleagues in the Professional & Scholarly Development Committee (PSDC) of the Federation of Post-Secondary Educators (FPSE). The Friday night meeting, on November 25, will involve reports from the various locals in British Columbia and the setting of Standing Committees for the coming year. On Saturday November 26, the PSDC will meet with our counterparts on the Education Policy Committee (also a standing committee of FPSE) for a forum entitled *Signature Pedagogies*.

I will have a more detailed report for the next issue of *Words & Vision*. Yours in Solidarity.

From the FPSE Status of Women Rep

Anastasia Anderson

It has been a busy couple of months for the UFV Status of Women Committee. In October, we ran a poster campaign to raise awareness about Women's History Month. On November 22, we hosted a lecture by Dr. Cheryl Suzack of the University of Toronto entitled "Trapped in one of the oldest ways: Indigenous Women, Literature, and the Law." Thanks to donations from the Department of English and the Department of Political Science/Philosophy, Dr. Suzack was able to stay overnight and attend two UFV classes as a guest speaker. I would also like to extend special thanks to UFV Status of Women Committee member Melissa Walter for doing so much of the work involved in organizing Dr. Suzack's visit.

December 6 is approaching. This is *Canada's National Day of Remembrance and Action on Violence Against Women*. In 1989, fourteen young women were murdered at l'École Polytechnique de Montréal by a lone gunman who declared his hatred of feminists and deliberately shot women simply because they were women. The UFV Status of Women Committee is running a UFV Student poster contest as part of an attempt to raise student awareness about the day. The FPSE Status of Women Committee suggests that FPSE members wear white on December 6 as a sign of their awareness of the continuing problem of violence against women.

I have just returned from the FPSE Status of Women Committee meeting in Vancouver. It was an excellent opportunity to meet with representatives from other locals and discuss common concerns. While we were brainstorming ideas for FPSE workshops, it came to light that funding for local Status of Women events and campaigns varies widely across the province. The Committee passed a motion to ask the FPSE Presidents' Council to recommend that all locals include a line item in their budgets for the funding of Status of Women activities.

The sorts of local and provincial events organized by Status of Women representatives traditionally include commemorating *Canada's National Day of Remembrance and Action on Violence Against Women* and *International Women's Day*, as well as hosting speakers, workshops, awareness campaigns about women's issues in the community, and fundraising for local women's shelters. Some members of the FSA might question the relevance of such activities to the UFV FSA and wonder why it is appropriate for a union to offer any financial support for events that are not directly related to workplace issues such as pay, workload, and changes to the contract. I would suggest three reasons why the FSA is justified in offering financial support for activities with the broad aim of promoting gender equity in our community.

The first reason can be found in FPSE's introductory statement on the Status of Women webpage. It states, "FPSE members care deeply about equality and social justice, not only in our working lives, but also in society at large. The Status of Women Committee works on strategies for achieving equality in our institutions and in our communities." The financial support the FSA membership gives to the Status of Women Committee as it attempts to promote equity in our communities is a reflection of the FSA's values and commitment to social justice.

The second reason is more directly related to the lives of UFV employees. The right to be free from harassment and unequal treatment is not one that can be fully realized in the workplace if it is not also encouraged and protected in our communities. If a union limits itself to advocating for equity in the workplace, it fights a battle that is doomed to fail because the workplace is not an isolated entity. The workplace exists within the community and UFV employees are community members. Promoting equity in the community is part of promoting equity in the workplace. Even if that were not the case, I am not convinced that the union's concern for its members should stop at the workplace door. A union should protect both the long term and short term interests of its membership. Surely, it is in our long term interests to live in a society in which all people are treated with dignity and respect.

The third reason has to do with education and self-awareness. One of the goals of workshops, guest speakers, and awareness campaigns run by Status of Women Committees is to inform and educate the membership about the challenges and discrimination that women can face on a daily basis. In order to promote the status of women, we must find ways for women's voices to be heard. We must create opportunities for women to gather and share their experiences with the membership. Without this education and sharing, we as union members run the risk of failing to recognize when inequity exists and failing to understand what changes are needed to improve conditions.

As the FSA looks to the future, I hope that support for the Status of Women Committee and its activities will remain strong.

Candlelight Vigil

There will be a Candlelight Vigil
at 4:00 pm on December 6
in the Abbotsford Great Hall
to commemorate the
Day of Remembrance
and Action on Violence
Against Women.





Adrienne Chan

From the FPSE Human Rights & International Solidarity Rep

Safe Harbour Training:

An interactive workshop was conducted on October 13 at UFV. Seventeen people attended and it was very well received. Participants engaged in discussions regarding diversity, inclusiveness as well as discrimination and other *isms*. Questions and discussion revolved around how to become a 'safe harbour' at UFV. The term safe harbour refers to the ability to go to a place that is safe if a person feels afraid, harassed or stalked. They can go to this designated place (e.g. an office) to calm themselves down, get support and if necessary call for help.

The need for safe spaces is sometimes underestimated on university campuses. Every day students and faculty across Canada experience lack of safety—this can be emotional or physical. This extends beyond having sufficient light in the parking lot (although that is important). This is about the ability to walk the halls and the campus freely and not feel afraid because of race, culture, gender, disability or sexual orientation.

The training was co-sponsored by the Race and Anti-racism Network (RAN), Abbotsford Community Services, Aboriginal Access (UFV) and the Human Rights and Conflict Resolution Office (UFV).

Cuban 5 Human Rights Case:

Jorge Soberon, Cuban Consul General in Toronto, spoke in Vancouver at Langara College on October 15. He talked about the history and current significance of the "Cuban 5" trial and sentences in US prisons. Soberon also spoke about the medical mission in Haiti.

This event was sponsored by the Human Rights & International Solidarity Committee of the Federation of Post-Secondary Educators.

Upcoming Event:

We are planning a Human Rights event in February 2012, with at least two speakers. Our time is voluntary, so anyone interested in helping with this committee is appreciated.



Janice Nagtegaal

From the Social Committee Chair

Hi everyone,

This year's Holiday Party at The Rancho was a wonderful success. The night was full of fun with many people winning door prizes generously donated by the UFV community and dancing the night away with the amazing band, Head Over Heels. The food at was super tasty with many choices and enough to go back for seconds (or even thirds—yumm). All in all it was a great night to start off the holiday season, enjoy everyone's company, and to kick back and relax.

A special thanks to everyone who kindly donated door prizes for the event, The Rancho caterers and staff, Head Over Heels, and my Social Committee who helped out so much.

If you missed the party this year, plan on coming next year. There is always great food, music and fantastic company.

Happy Holidays!

Note: Photos from the photo-booth will be posted on the FSA website soon. You will be able to request copies from Tanja Rourke. More information will go out when the photos are ready.



Best of words & vision

In our historical column this month we reprint a correspondence published in our newsletter in February 1994.

The exchange concerned a request received by the FSA Executive to donate \$500 to support the creation of a Women's Monument in memory of the women murdered on December 6, 1989, at l'École Polytechnique in Montreal. The FSA was invited to join "in making a public statement that violence against women must end." Cheryl Dahl, then FSA president, replied that the FSA had agreed to donate \$100 in support for the cause; she also summarized the "excellent debate" that the request had generated among the officers. A response by the coordinator of the Women's Monument Committee addressed some of the concerns raised by the FSA Executive. According to a note by then editor Richard Dubanski published with the letters in 1994, the request had spurred the FSA to create a charitable donation policy.

As reported by our Secretary-Treasurer and Status of Women Representative, some of the issues raised here are still relevant today. Let us know what you think!



Dear Colleagues,

I am writing to you today to inform you of the Women's Monument Project, a project that will last forever as a permanent call to end violence against women. In particular, I am asking your association to support this worthwhile project.

On December 6, 1989, a man entered the University of Montreal Engineering School and murdered 14 women simply because they were women. These tragic murders focused national attention on the issue of violence against women. Canadians are compelled to develop innovative strategies to stop ongoing daily violence and to seek new ways of coping with the fear, anger, and pain. Violence against women permeates our society and strikes in our homes, at school, at work, and in the streets. It knows no social, economic or political boundary.

The Canadian Parliament felt strongly enough about this issue to declare December 6th a National Day of Remembrance and Action on Violence against Women. This was a private member's bill, put forth by Dawn Black, former M. P. for New Westminster-Burnaby (N.D.P.). It is an extremely unusual process for a private member's bill to be passed in Parliament, especially one put forward by a member of the opposition.

Post Secondary institutions have had a long standing commitment to develop precise policies and procedures to deal with violence against women. Specifically, emphasis has been placed on positive initiatives through distribution of informational pamphlets on sexual harassment procedures and safety and security issues on campus. Increased contact with security personnel, better lighting and access to phones has all contributed to a safer environment for women.

Several Post Secondary institutions have also shown their support to the broader issue of violence against women. Malaspina College created the 'Jardin des Quatorze' outside their Math and Science Building, a beautiful garden dedicated to the fourteen women murdered in Montreal. The Dean of Engineering at the University of Manitoba displays one of Lin Gibson's 14 commemorative plaques and The University of Calgary's Law Faculty is in the process of purchasing Teresa Posnyak's artwork 'Lest We Forget' a memorial pillar listing the names of 144 women murdered across Canada.

A group of women in Vancouver responded to the murders in Montreal by founding the Women's Monument Project. They want to create a lasting, tangible symbol of remembrance, which will provide a place for healing and contemplation. While the tragedy occurred in Montreal and not in the West, violence against women is a national concern.

The Women's Monument is one of many strategies to end violence against women. As a large-scale public art endeavor, it will raise awareness about the issue and increase support for other anti-violence campaigns and direct service organizations.

The Women's Monument Project staff and committee are now raising over \$300,000 to build a national Monument to honor all women who have been victims of violence especially those who have been murdered. An integral part of the dedication will be the naming of the fourteen women murdered at the L'Ecole Polytechnique. The proposed inscription for the monument reads as follows:

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*Genevieve Bergeron
Helene Colgan
Nathalie Croteau
Barbara Daigneault
Anne-Marie Edward
Maud Haviernec
Barbara Maria Klueznick
Maryse Laganier
Malyse Leclair
Anne-Marie Lemay
Sonia Pelletier
Michele Richard
Annie St-Arneault
Annie Turcotte*

Murdered December 6, 1989, Montreal

**We, their sisters and brothers, remember, and
work for a better world.
In memory, and in grief
for all the women murdered by men,
for women of all countries, all classes,
all ages, all colors.**

Women will be employed at all steps along the way, to provide opportunities for women to work in male dominated and non-traditional fields. A design competition, open to women, will attract entrants from across the country. Our terms of reference for the competition are currently before Vancouver's Public Art Committee and we expect to have them approved by the end of the month. Once that approval is received, the competition will be launched.

We hope you will join your sisters and brothers in the Capilano College Faculty Association, as well as the thousands of individual Canadians who have supported the Monument, in making a public statement that violence against women must end. All contributors will be named at the Monument site in appreciation for their support. Our Faculty Association has donated \$500 and would like to challenge your Faculty Association to match that gift. Thank you for taking the time to consider our request.

In solidarity, Valerie Cochran
Past President of the Capilano College Faculty Association

December 15, 1993

Dear Valerie:

I am pleased to inform you that the Faculty and Staff Association of UCFV has agreed to donate \$100.00 to the Women's Monument Project. The cheque is enclosed.

The debate over the donation, among the executive, raised several interesting issues. I was directed by the executive to raise them with you, and with the other people involved in the Project so that you might be aware of them.

The first issue had to do with the value of a monument versus other, more direct forms of aid to women who are victims of violence. This was not an "idle" discussion--we do donate money to local community service groups and shelters. It was decided, finally, that a monument was of real value and the recognition of educators of the issue especially important.

The second issue had to do with the decision to hire only women to work on the Project, and the part of the inscription which reads "... for all the women murdered by men..." "Some members of the executive felt that the monument should symbolize the desire for an end to all violence. Others felt that the inscription, because it lumps the women murdered at L'Ecole Polytechnique with all other victims of violence, tends to distract attention from the very particular tragedy of these deaths, and its cause. The decision to hire only women on the project also occasioned some comment, for it was seen as a negative comment on the motives of those men who might want to work toward a world free of violence. The debate continued for two meetings, and we all learned from it.

The final issue that your request raised related to our desire to try to carry out our membership's wishes as closely as possible. After some discussion we realized we could not take every request to the membership, but that we also needed more guidance in policy. Now we've decided to draft some policy for consideration by the membership at the AGM.

...continued on page 14

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So, your request stimulated some excellent debate, and we thank you for it. Some executive members had reservations about the project, and there was some uncertainty about the membership's wishes. To address these issues, we will draft policy for the spring, and we will also, in our next newsletter, publish your letter requesting funds, this response, and an address where members can send you their donations directly.

Yours sincerely, Cheryl Dahl
President, FSA/UCFV

January 11, 1994

Dear Cheryl,

Thank you for your letter of December 15 and of course for the Association's donation. On behalf of the Women's Monument Committee I would like the opportunity to respond to the concerns raised at your meetings.

No one program, initiative or method will end violence against women. The Women's Monument Committee sees the Monument as being one part of what will eventually become an overall strategy to end violence against women. We see ourselves not as the solution but as a part of the solution. The analogy that we often use is that of a puzzle, with the Monument being a piece. The Women's Monument is intended to complement the services and programmes that already exist as well as to inspire new methods.

One of our goals is to see increased funding for other groups working on the issue. This will be accomplished in part through making our fund raising records available to other groups (although we do inform our donors that they can request that their name not be traded) as well as through raising awareness.

The issue of our inscription, particularly the phrase "for all the women murdered by men" has generated discussion in many quarters. Our committee has received many suggestions for changes to the inscription and has reviewed the wording, taking those suggestions into account. That the inscription inspires unease in some people, women and men alike, is to be expected - senseless death is not an easy subject. Only by facing up to the twisted reality of what violence against women can lead to, will society be moved to change.

We know that violence against women knows no boundaries and we believe that fact needs to be stated publicly. We also know that the vast majority of women are murdered by men - a recent study showed that 98% of the women murdered in Ontario between 1974 and 1990 were murdered by men. As Elizabeth Aird of the *Vancouver Sun* put it in a July/93 column, "There's only one group of creatures on the planet that murder the vast majority of women, and they happen to be called men". We believe that by facing the worst acts of violence against women we will create the atmosphere of the truth needed to foster true change. We can't change something that we don't acknowledge is happening. By acknowledging that it exists we can acknowledge that this violence can end.

Some of your members were concerned about our linking the naming of the 14 women murdered in Montreal with other victims of violence. The Montreal massacre was the inspiration for the project as it marked a turning point of how Canadians feel about violence against women. It was probably the most significant event since Margaret Mitchell stood up in the House of Commons and raised the issue and was laughed at by her male colleagues. December 6, 1989 became the day that Canadians could no longer ignore the growing problem of the murder of women.

For us, the naming of the 14 women has come to symbolize our efforts to have our society remember the women we have lost to violence, not the men who murder them. It is significant to us that most Canadians can name the man who murdered the 14 women yet few can name even one of the women. We want to reverse the tendency of the media to elevate the murderers to the status of "celebrity murderers". As we have found it impossible to name all of the women who have been murdered on the Monument, the 14 women will serve to symbolize our remembrance of all of the women we have lost. Moreover, we wish to make it clear that the Montreal Massacre was not an isolated incident but an event that was on the extreme end of the continuum of violence against women.

It is unfortunate that some of our members gained the impression that men are excluded from participating in this project. Men have been a part of the Project from the beginning and have, for example: assisted with our fund raising, provided committee members with media training, promoted the design competition, distributed our brochures and have spoken on our behalf on many occasions.

However, it is our intention to provide opportunities for women in non-traditional fields and we will continue to make every effort to hire qualified women for whatever paid positions arise during the course of our Project. The knowledge that an estimated 99% of the public art in Vancouver has been made by men reinforces our desire to have the Monument design competition open to women. We know that only through taking positive steps to open new opportunities for women will equality be achieved.

I hope that I have adequately addressed the concerns that some of your members rose. Please do not hesitate to contact me if there are any further points that need to be clarified. Once again, thank you for your donation,

In Sisterhood,
Cate Jones, Coordinator, on behalf of the Women's Monument Committee



Sean Parkinson

From the Secretary-Treasurer

In the "Best of Words & Vision" column in this issue you will find an interesting set of letters starting with a donation request. The discussions and correspondence that follow spurred the creation of the FSA's charitable donation policy in 1994. Our donation policy and other FSA finance committee policies are in the member-only section of our website.

As a brief outline to the donation policy the finance committee considers donation requests within the following categories:

- (i) community charities recognized as tax-receiptable by Revenue Canada and operating within the university region (such as the food banks);
- (ii) charities as above outside the university region which provide (or have provided) support to our members and/or their families;
- (iii) projects in support of post-secondary education, and
- (iv) aid to other unions.

There are limits, priorities and procedures for each type of donation. Our donations so far this year have been:

UFV-Faculty & Staff Association	
Donations for 2011/2012	
	Actual
Name	2011/2012
	\$
Abbotsford Community Services	2,500.00
Chilliwack Community Services	1,000.00
The Salvation Army	1,000.00
UFV - Angel Tree	1,000.00
Agassiz-Harrison Community Services	500.00
Mission Community Services	1,000.00
Hope Community Services	500.00
Fraser Valley Labour Council	250.00
UFV - Student Emergency Loan Fund	300.00
BC Cancer	46.16
Total (2011/2012)	8,096.16
Donations Budget (2011/2012)	11,800.00

Early next year the finance committee will review the donation policy. If you have any comments or suggestions for improvement to the policy or if you wish to make a donation request please contact me or Harmandeep Dhaliwal in the FSA office and we will bring the matter to the FSA finance committee for consideration.

Traditionally the report from the Secretary-Treasurer at this time of year consists of the six-month budget review. I would like to thank Harman for preparing the "budget vs. actual" review for the period of April 30 to September 30, 2011. In the review you will see our expenditures to date within each budget item approved at the last AGM. This report covers the first six months (50%) of the fiscal year. Since our spending is not evenly distributed throughout the year you will notice that many expenditure and revenue items are not exactly half of the approved annual budget. There are a number of reasons for the unevenness of our income and spending.

In some cases, such as the AGM and the Executive Transition Meeting, the events take place at the beginning of the year so consequently all of our spending on these items is done and the amounts reported are final figures for the year. The Executive Transition Meeting costs are lower than the budgeted amount because this past year we did not meet

...continued on page 16



Shane Schlosser

From the JCAC Co-Chair

A training day was held last month for the members of the JCAC committee which was especially helpful for the new members of the committee. We have a number of positions currently in the process of being rated and more positions in the queue. The new members are shadowing on the positions currently in process and we hope to have them out on their own soon.

A new job description review form is being developed now and should be available soon which should help improve the review process. Information will be posted to the JCAC website once it is available.

It's pretty much business as usual and we will keep working our way through the positions in the queue.

...Secretary-Treasurer's report continued from page 15

over two consecutive days where costs for dinner and hotel would normally be incurred.

In other cases, such as Charitable Donations which occur mostly at Christmas, our current expenditures to date are less than 50% of the annual budget.

Executive Releases are only at 3% of budget because the first part of the release structure was not billed to the FSA until October 2011. Similarly, Membership Recognition costs are not realized until November and do not appear in this review.

The surplus of \$96,756 in this review is due to the unbilled releases and other costs that will take place near the end of this year and at the beginning of next year and we certainly do not expect our surplus at the end of the fiscal year to be that large. The purpose of the mid-year report is to keep our members informed, to remind you what our budget items are, and to ensure transparency in our budget process. In looking at the review, Harman and I feel that we are in a position to satisfy the requirements of our annual budget. If you have any questions or concerns relating to the financial position of the FSA please let me know.

	Approved Annual Budget (Apr '11 - Mar '12)	Actual Amounts (Apr '11 - Sept '11)	Percentage (%) of Budget
REVENUES			
Members' Dues	786,375	308,286	39%
Reserve Revenues	10,500	266	3%
Total Revenues	796,875	308,552	
EXPENDITURES			
Annual General Meeting	3,000	2,061	69%
Charitable Donations	11,800	4,400	37%
Committee Expenses	3,000	370	12%
Communications/Website	6,000	2,743	46%
Delegate Fees, Training & Sem.	12,000	350	3%
Executive Releases	227,970	6,080	3%
Executive Transition Meeting	6,000	1,032	17%
FPSE Fees	343,231	134,400	39%
Fraser Valley Labour Council	3,000	-	0%
FSA Staff (CUPE)	100,000	50,315	50%
Legal, Audit & Mgmt Fees	6,000	309	5%
Membership Recognition	15,000	457	3%
Office Equipment & Repair	2,500	1,471	59%
Office Supp/Phone/Fax	10,000	3,299	33%
Social Events Contributions	15,727	2,328	15%
Travel Expenses	6,000	2,181	36%
Total Expenditures	771,228	211,796	
SURPLUS	25,647	96,756	

FSA Committee on Rank and Tenure Working Document

Preamble

The creation of the FSA committee on rank and tenure was the result of a motion approved at the June 2011 meeting of the FSA executive. The call for such a committee arose in response to the results of the FSA survey of faculty on the matter of rank. The executive recognized that a majority of faculty expressed interest in seeing the FSA explore the options available for a system of rank and tenure.

However, the executive realized that the implementation of such a system cannot be a function of the FSA alone. A system of rank and tenure requires the setting of scholarly and professional standards that do not fall under the purview of the FSA. In that regard, the executive anticipates that certain key aspects of the system must be determined by other bodies and committees within the university, including academic departments, faculty councils and Senate.

Hence, the committee operated with the assumption that its initial task was to produce a document that articulated the FSA's role in the implementation of a system of rank and tenure. To that end, the document now presented to membership indicates what the committee holds to be vital areas of concern from the perspective of a faculty and staff association charged with defending its members' workplace interests. Some of these concerns are reflected in the emphasis placed in the document on the need for clear and transparent procedures governing the evaluative phase of the promotion process. It is at the level where members are believed to be most vulnerable to problematic treatment.

Finally, the committee's hope is to use this document and the discussion it generates as a way of contributing to the formulation of proposals to be brought forward in the next round of collective bargaining.

Principles

The FSA committee on rank and tenure was guided by the following principles in its deliberations and in the drafting of the document submitted to membership.

In considering ranking processes and tenure systems, we acknowledge the importance of systems that reflect the traditional framework of academic institutions, but that are nevertheless consistent with our mandate, history, diversity and values.

Furthermore, one of the founding characteristics of the academy is the democracy of its systems of governance and its collegiality of decision-making. Any system of rank and tenure must reflect both the complex nature of academic work and the democratic nature of academic governance.

In our consideration of ranking processes and tenure systems, we will respect:

- the primary importance of teaching;
- the value of research and its relationship to teaching;
- the diversity of faculty research and scholarship;
- the significance and wide range of service as measures of excellence.

In light of these fundamental considerations, we hold that:

- Evaluation processes related to rank and promotion must be clearly and thoroughly detailed in advance of implementation.
- Evaluation must be used strictly for the purpose of promotion.
- Tenure must be an essential part of the Rank system; tenure conditions must be compatible with the current institutional approach to employment continuance.

...continued on page 18

...FSA Committee on Rank and Tenure working document continued from page 17

- Rank and tenure recommendations must originate in a peer setting.
- Good faith bargaining depends on taking the workload concerns of faculty seriously and not jeopardizing improvements in workload in the pursuit of rank.
- The implementation of a policy on rank and tenure must be compatible with all related sections of the Collective Agreement and true to its general spirit.
- Any system of rank will accommodate faculty whose work is not primarily classroom-based.
- A transparent and independent appeal process must be bargained concurrently with the system of rank and promotion.
- Criteria for rank and or promotion should originate at the departmental level, and should reflect the values and expectations of the academic discipline in question.

In keeping with the principles guiding the FSA committee on rank and tenure, the development of a policy governing rank and promotion needs to facilitate promotion in a transparent and equitable fashion. To this end, there are four fundamental requirements that must be recognized in the process of implementing promotion criteria.

The requirements are as follows:

- 1) Promotion criteria must be implemented by UFV in a manner that is consistent with the requirements for tenure. Furthermore, the adoption of a formal tenure policy is to be compatible with long-standing assumptions and practices identified with academic freedom. For the FSA, a system of promotion utilizing academic rank is directly linked to a tenure policy to be articulated explicitly within the collective agreement.
- 2) Promotion criteria are to be put into action after the deployment of an initial grandparenting procedure. Moreover, grandparenting must be equitable and must treat all post-probationary faculty in the same manner.
- 3) Promotion criteria cannot result in a demand for increases in existing workload. The weighting of the factors that constitute conditions for advancement must be understood within the parameters for workload expectations stipulated within the collective agreement. The FSA will not negotiate a system of promotion that requires an increase in faculty workload. Furthermore, if adjustments in workload are to be made to accommodate the pursuit of promotion, the administration must ensure that those adjustments are made public, and pursuit of such adjustments is open to all interested applicants.
- 4) The development of promotion criteria must be compatible with the diversity of faculty at UFV. In this regard, it is essential that academic disciplines and professional divisions within the institution set the expectations for scholarly activity and research outcomes within their disciplines and fields. However, in the end, the procedures and policies regarding promotion will be established by the collective agreement and will determine institution-wide practices.

Tenure

Tenure is to be recognized as the cornerstone of a system of promotion utilizing rank. Tenure provides faculty with the security necessary to pursue rank with confidence, in that tenure is predicated on the academic freedom essential for proper and productive teaching and scholarship. To this end, the implementation of rank is to be understood as complementary to a robust academic freedom policy and the enshrining of tenure in the collective agreement.

The method for granting tenure to current faculty at UFV is covered in this document in the section on grandparenting. For faculty hired after the introduction of a system of rank and tenure, the determination of a candidate's suitability for tenure will be the outcome of the tenure review process. At this moment, this process is defined as the IPEC process. The process that is to be used in the future shall follow a formal review of the IPEC process and may result in a

...continued on page 19

...FSA Committee on Rank and Tenure working document continued from page 18

changing of the standards used. Nevertheless, the resulting process will become the basis for tenure decisions in that faculty who complete the review successfully will receive tenure.

The probation process will commence when a faculty member is given a regular B contract position. At this stage, the new hire will be given the rank of assistant professor. The granting of tenure will follow the completion of the probationary review and the completion of the first three year review cycle. In whole, tenure should be bestowed on a candidate approximately five years after the date of the commencement of probation.¹ At the completion of this period, the successful candidate will be promoted to the rank of associate professor. Those who are unsuccessful in their request for tenure can utilize the appeal process as outlined in the appeal process section of this document.

Grandparenting

Grandparenting is a precondition for the implementation of a system of rank. Given that UFV, as an institution, has existed for over 30 years without a system of rank, its policies and procedures governing workload allocation and faculty performance have developed independent of rank. Currently, faculty progress up the pay scale based on seniority alone. The introduction of rank augments this practice by adding titles presumed to indicate differences based on assessments of merit. Grandparenting, in this context, is a good faith measure meant to ensure faculty hired prior to the introduction of rank do not have their status at the institution diminished by this significant change in institutional practice. Furthermore, since no merit-based distinctions predate the introduction of rank, there can be no such distinctions employed in grandparenting. Hence, all post-probationary faculty will receive the rank of associate professor when a system of rank is implemented. Faculty still considered probationary at the time grandparenting commences will receive the same title at the completion of the first full review cycle following their initial probationary period.

Implementing Rank

Systems of rank exist within universities as a means for identifying distinctions between faculty. A core presumption in such systems is that promotion through rank is predicated on the applicant's ability to present tangible evidence for why her or his advancement is warranted. In that regard, the applicant's chief task is to compile and submit the materials necessary to prove her or his case for promotion. To ensure that such applications are dealt with in a fair and timely fashion, application criteria need to be clear and consistent.

There are at least three separate phases evident in the establishing of a system of rank.

1) **Setting Criteria** – Advancement criteria are a function of standards set for academic success within the university. If we acknowledge that university faculty workload is associated primarily with teaching, scholarship/research and institutional service, then the standards for promotion must address these three areas. In that respect, the evaluation of an applicant's case for promotion turns on how these areas are weighted and what counts as appropriate demonstration of merit in these areas. For UFV, the weighting of these three areas must place the bulk of emphasis on teaching, or in the case of academic support faculty (formerly non-teaching faculty), emphasis is placed on what counts as the defining professional activity of the position in question. As for scholarship/research and service, the amount to which they are measured can be determined, in part, by the applicant, in keeping with the expectations set by the overall evaluation criteria for the institution.

¹Part of the negotiation of a system of rank and tenure should include the development of procedures for handling requests by applicants who may have undergone similar reviews elsewhere to have their tenure requests facilitated in a more accelerated fashion.

...FSA Committee on Rank and Tenure working document continued from page 19

The evaluation of an applicant's merit should be determined through a set of criteria approved in the following fashion:

- a) The aspects of workload that are said to be primary should be gauged according to standards set by a discipline or field. The administration will oversee the gathering of information from each discipline or professional unit within the institution to provide the basic content of the standards to be employed. The intent is for standards to be formulated that capture a reasonable and reflective stance on how faculty should operate within the institution. The standards developed are to be compatible with national and international expectations, but not result in a substantial redefinition of existing responsibilities for faculty at UFV.
- b) Since each department or professional unit is part of a larger division within an institution, there should be formal discussion of discipline and professional unit standards at the level of Faculty divisions, so as to ensure that discipline and professional unit approaches are commensurable. The result should be that the particularities of areas are preserved, but that equity of standards between disciplines or professional units is not sacrificed.
- c) The final approval of standards falls under the domain of the Senate. Before this stage, consultation with the FSA is needed to ensure that equity and transparency in respect to the setting of standards is maintained.
- d) Applications for promotion will be accepted upon completion of the implementation of the promotion process, which includes the formal establishment of the committees described in the following section.

2) Promotion Committees and Promotion Recommendations – The initial application for promotion should be considered by an area unit promotion committee (APC). One's area unit is one's academic discipline or professional unit.

Before an application is to be considered by the APC, the applicant must submit an official request for promotion to the head of this committee and to the relevant Faculty administrator, such as a Dean or Associate Dean. The applicant will then be instructed to submit an application portfolio to the APC. Once this committee has made its determination, the decision reached, a rationale for the decision, and the applicant's portfolio will be forwarded to the appropriate Faculty administrator, who will be charged with bringing the application forward to the University Promotion Committee (UPC). The UPC will have the option of confirming or rejecting the decision made by the APC. The UPC also will provide a rationale for its decision. If the applicant's request for promotion is deemed successful, the UPC will forward its findings to the President and Board for final approval. If the applicant's request is rejected by the UPC, the applicant will be informed of the finding and be provided with the rationales generated by the APC and the UPC. If the applicant's request is rejected by the President and the Board, then the President and Board will provide a rationale that will be given to the candidate. If a candidate is denied promotion at any stage in the evaluation process, that candidate will be informed of the appeal process, and be given the documents necessary for understanding and utilizing that process. The candidate as well will be advised that she or he is entitled to consult with FSA representatives for assistance in launching and pursuing an appeal.

The committee structure outlined in this document can work effectively only if committee members are given clear guidance in terms of the standards to be employed. It is anticipated that the implementation of a system of rank will bring with it policies regarding the operations of each committee. The formulation of these policies is seen at this point as an extension of the agreements intended to bring rank into place. The materials that form the basis of these policies will be garnered from the discipline and areas submissions that serve as the foundation for evaluation criteria.

3) Appeal Process – As part of the implementation of a system of rank, the university will establish a Rank Appeal Committee (RAP). Unsuccessful applicants for promotion have the right to appeal a rejection of promotion or tenure, irrespective of the level at which the application was rejected.

...continued on page 21

...FSA Committee on Rank and Tenure working document continued from page 20

The applicant appealing the decision will provide a letter stating why she or he believes that the decision reached needs to be overturned. Once an appeal is launched, the RAP will commence to collect all materials relevant to the case, including the applicant's portfolio and the rationales generated by the APC, UPC and, if applicable, the President and the Board. No further submissions are to be required for the appeal to go forward, and no alterations can be made to the documents that are to be utilized in the appeal.

Upon review of the appeal, the RAP will issue a decision. The decision will be either the upholding or overturning of the decision that was appealed. If the appeal concerns the original denial of tenure, the applicant will face the termination of her or his position. If the decision results in the denial of promotion, the applicant will be considered eligible to reapply for promotion upon completion of the next review cycle, which will be a date no earlier than 3 years after the date of her or his original application for promotion. Failure to qualify for promotion will not count as a relevant factor in future determinations regarding promotion.

Salary and Workload

The creation of a system of rank is not tied to salary. At the time of the system's implementation, no one's salary will be increased or decreased as a result of judgments regarding promotion. In the future, it may be argued that salary should be made commensurate to rank. If such a revision to the system is undertaken, then that amendment must be pursued through collective bargaining. The same conditions hold for the negotiating of permanent reductions in teaching load for instructional faculty or analogous alterations in the workload of academic support faculty (formerly non-teaching faculty) as an aspect of promotion.

Workload expectations are set by the collective agreement. The weighting of workload components is not to be based on changes to existing workload. If resources are made available that result in a different balance of teaching, scholarship/research and service, such that teaching load may be reduced, then access to those resources must be determined through fair and transparent procedures. Similar accommodations are to be made available for academic support faculty (formerly non-teaching faculty).

APPENDIX A – Evaluation

The determination of eligibility for promotion is a function of a demonstration of merit in respect to the defining elements of the applicant's position. Applicants seeking promotion need to present a case for promotion through a portfolio that addresses each aspect of their position. For teaching faculty, positions are recognized to include instruction, scholarship/research, and service. The legislative mandate of the institution as 'a teaching intensive' university entails that classroom instruction is the primary role of teaching faculty. Hence, teaching will be weighted heavier than the other factors in the evaluation process. For academic support faculty (formerly non-teaching faculty), the main emphasis will be on the aspect of the position in question that is considered analogous to teaching in its defining of the position. The actual weighting of the variables involved is to be set in the process of negotiating a system of rank. The FSA alone is not in a position to determine the percentages for weighting of each dimension of workload, since that is a decision that depends on the contribution of the administration. The FSA sees its primary function, in this respect, to be the negotiation of a clear and equitable set of guidelines and procedures governing the implementation of a system of rank.

“Hello” from Tim Kroeker, fourteen years later!

Editor's note: In the last issue, we published a 1997 letter from Tim Kroeker, then a UCFV graduating student. I had not asked for his permission to publish his letter, because I had no contact information for him (and I was too much at the last minute to do a bit of research!). Since then we have found him! We print here a recent note from Tim, telling us a little bit about what he did after graduation, what he does today, and where he lives. It's great to hear from one of our alumni.

Yes, you have my permission [for printing my 1997 letter], not that you needed it. I don't mind people knowing how much I value UCFV (I know, things/names have changed, but this is how I remember y'all – I still have my electrostatic window sticker and other memorabilia). I would truly love it if you guys came up with a PhD program; you can register me in the inaugural intake for that.

I graduated in 1997, I think (that or '96), with a Bachelor of Arts. I was a Geography major and History/English minor. I also have a Co-operative Education Certificate. These are very old memories, so I may be rusty on some of the finer details.

After college I worked in several environmental-related jobs. Co-op Ed sent me to Cape Town, South Africa for the summer of 1998. I started my Master's degree in 1998 at the University of Calgary in the Faculty of Environmental Design under the Urban Planning program. I graduated in 2001, and worked for the City of Surrey for a while. In March 2002 I found a job in Houston, Texas as a Transportation Planner. In 2006 I landed a job in Phoenix, but evacuated as soon as my condo lease expired (the job wasn't what they advertised and my wife was still in Houston).

We live in Sugar Land, Texas, in a master-planned community. We purchased our home in Winter 2002. Our community, Greatwood, is across the city line from Richmond, which is kinda ironic, since I grew up in Richmond, B.C.

Technically, I am a Transportation Planner. In reality I am a National Environmental Policy Act (NEPA) Project Manager. I compile environmental assessment reports for national, state, county, city, and private projects. Any project using state or federal funds requires this kind of documentation. Counties, cities, and private developers have it more flexible, but that gap is rapidly shrinking.

Some travel advice: Texas is NOT a desert. We have four seasons, albeit three are short, and winter is not pronounced. This morning I awoke to frost on my windshield. Last winter the freeze was so hard and so long that almost all the sprinkler systems in our area burst. We lost most of our tropicals, and those that didn't perish limped through most of the rest of the year. Also, there is pretty much no terrain you have that doesn't exist somewhere in Texas, it's just modified for the local experience. Finally, Texas has awesome barbecue. It's one of those things that are verbs, nouns, adverbs, and adjectives. For some of the best you need to go to Lockhart, which is the barbecue capital of Texas; Smitty's in particular – they have the best. The Swinging Door and Schultz's (both in Richmond) are also really good barbecue.

RETIREMENT Workshops

January 19, 2012

Is retirement in your future?

As the CERA group (Committee for Education and Research on Aging) reminds us, we're all aging. And we're all doing it right now: the transition from 29 to 30 is just as much an issue of "aging" as the transition from 59 to 60.

To each age come its own crises. If you're in that 50-60 range, it's retirement. Should you? Now there's no mandatory retirement age, you can keep right on working until they pry your computer mouse from your cold, dead hand – and even then you can come back in spirit to haunt those committees you loved attending.

If retirement sounds better than eternal committees, the Retired Post-Secondary Educators have a pair of workshops coming up on January 19. You'll want to think about attending, whether you hate to think about retirement or whether you've already enthusiastically signed up for the later workshops on the Municipal Pension Plan (February 1) and the College Pension Plan (February 16).

The workshops are co-presented by Dennis Anderson, Judy Wilbee, and Norah Andrew. I'm writing a promo precisely because I'm in the "hate to think" group and I'd already been made to think about retirement once. (I snoozed while my financial planner and my husband had a lovely time talking about return rates on investments. My idea of a retirement plan is to go live with whichever of my kids deserves it.)

But these two workshops are "interactive" and "experiential". In both, you'll be comparing notes with and learning from everyone else, so even if you have thought about money and lifestyle issues already, you'll get a broader perspective. With a major life change, we seem to absorb information differently at different stages—sometimes we need more than one retirement session for things to take hold, or learn more.

Although there are different age ranges suggested in the poster, both workshops are useful no matter how close you are to retirement.

The first workshop covers basics like our pension plans, but it adds several hands-on sessions with financial related worksheets to clarify what money to expect from which sources, how to calculate RRIFs, Income/Expense/Assets, and a look at Health and Welfare benefits, insurance (including where to get a deal on out-of-country medical, a hot issue for many), some discussion on estate planning, building a retirement day book, keeping a balance and so on. You'll get a much better picture of how to integrate and manage your money.

The second workshop is also interactive, this time focusing on lifestyle. It offers the Get-A-Life-Tree exercise, and follows up with small group sessions on several case studies, a Retirement Well Being model, and sharing of individual stories, and handouts with recommended and tested sources for more information. There are as many ways to experience retirement as there are people, but there are also a lot of resources out there to help us make retirement a fulfilling experience. And no, these are not workshops where you get a stern lecture on what you should have done years ago, but about how to make the most of this new life. (We won't mention those people who retire from full-time work at UFV and discover a new life ... working part-time for UFV!)

If you're already 50-plus, join the Retired Post-Secondary Educators for one of these:

There is More To It Than Money

9 am - 12 pm (3-hour interactive workshop)

Target Audience:

- Those within 5 years of retirement (55 - 65 years of age)

Focus:

- How to live on your pension
- How to prepare effectively for this stage of life

Retirement Lifestyle Planning

1 pm - 3 pm (3-hour, experiential & interactive workshop)

Target Audience:

- Those within 10 years of retirement (50 - 65 years of age)

Focus:

- Planning effectively for the successful transition from full-time employment

To Register, contact: Tanja Rourke, Local 4530, tanja.rourke@ufv.ca or Kerri Ponich, Local 4127, kerri.ponich@ufv.ca

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WHAT'S NEXT ON THE FPSE CALENDAR?

For updates and upcoming meetings at the Federation of Post-Secondary Educators (FPSE), visit their website at <http://www.fpse.ca>



Faculty Teaching Exchanges

For more information visit: <http://www.ceef.ca/index.html>

words & vision

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